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REGIONAL INFORMATION OFFICES

The U.S. Department of Labor operates through 10 regional offices located in major cities across the country. If you want a local angle on a news or feature story provided through this service--or have a direct news inquiry--you may contact one of the offices listed below. This listing includes the names, addresses and telephone numbers of the Public Information Directors and the states in their regions:

Region I.....	Paul F. Neal Room E-308	
Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont	JFK Federal Bldg. Boston, Mass. 02203 617-223-6767	
Region II.....	Edward I. Weintraub Room 3570	
New Jersey New York Puerto Rico Virgin Islands	1515 Broadway New York, N.Y. 10036 212-399-5477	
Region III.....	John P. Nord Room 2460	
Delaware District of Columbia Maryland Pennsylvania Virginia West Virginia	3535 Market St. Philadelphia, Pa. 19104 215-596-1139	
Region IV.....	Frances Ridgway Room 317	
Alabama Florida Georgia Mississippi North Carolina South Carolina Tennessee Kentucky	1371 Peachtree St., N.E. Atlanta, Ga. 30309 404-526-5495	
Region V.....	John D. Mellott Room 737	
Illinois Indiana Michigan Minnesota Ohio Wisconsin	230 S. Dearborn St. Chicago, Ill. 60606 312-353-6976	
Region VI.....	Les Gaddie Room 220	
Arkansas Louisiana New Mexico Oklahoma Texas	555 Griffin Sq. Bldg. Griffin and Young Sts. Dallas, Texas 75202 214-749-2308	
Region VII.....	Neal A. Johnson Room 2509	
Iowa Kansas Missouri Nebraska	Federal Office Bldg. 911 Walnut St. Kansas City, Mo. 64106 816-374-5481	
Region VIII.....	Ernest E. Sanchez Room 14010	
Colorado Montana North Dakota South Dakota Utah Wyoming	Federal Bldg. 1961 Stout St. Denver, Co. 80294 303-837-4235	
Region IX.....	Joe B. Kirkbride Room 10007	
Arizona California Hawaii Nevada	Federal Bldg. 450 Golden Gate Ave. San Francisco, Calif. 9 415-556-3423	
Region X.....	Jack Strickland Room 8001	
Alaska Idaho Oregon Washington	Federal Office Bldg. 909 First Ave. Seattle, Wash. 98174 206-442-7620	

Week of August 8, 1977

403,000 WORKING IN SUBSIDIZED
PUBLIC SERVICE JOBS ACROSS NATION

WASHINGTON -- More than 403,000 persons are working in jobs with state and local governments under the expanded public service employment (PSE) program supported by federal funds, Secretary of Labor Ray Marshall announced.

In the ten weeks since the program expansion was authorized, 105,000 jobless persons have been hired--well ahead of the planned 67,000 increased by the week ending July 22.

The goal is 725,000 PSE jobs by no later than the end of February, with the $7.987 billion provided by the Economic Stimulus Appropriation Act signed by President Carter on May 13.

Secretary Marshall said that "if this present rate of hiring at 16,000 a week continues, there is no doubt we will achieve the September 30 goal of just over 500,000 persons in CETA jobs.

"I base this optimism on future weekly increases of from 14,000 to 17,000," Marshall said, "and I am equally optimistic that we may reach the 725,000 goal as early as December 31."

Of the 403,000 working as of July 22, about 327,000 are working under Title VI of the Comprehensive Employment and Training Act (CETA), the title that provides jobs mostly for persons unemployed 15 weeks or more and who are in the low income category. About 76,500 were working under Title II, the original PSE title under CETA that specifies unemployment of at least 30 days to make the person eligible for a PSE job.

The PSE program is operated by 446 state, city, county, and combinations of state and local governments serving as prime sponsors who receive their Federal funds through the department's 10 regional offices.

A sample of reports from prime sponsors indicates that PSE participants are earning an average of $3.50 to $3.60 an hour, or about $7,100 to $7,300 a year. When fringe benefits, training, services, and administration are included, this makes an average annual cost per employee of between $8,300 and $8,800.

Nearly 82,000 of the participants are working on 11,700 special PSE projects. To qualify for employment on a project, a person must meet low-income standards,

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residence requirements, and (1) have been unemployed 15 of the past 20 weeks, (2) collected unemployment compensation for 15 of the past 20 weeks, (3) exhausted unemployment compensation and be unemployed, or (4) be a member of a family receiving Aid to Families with Dependent Children (AFDC).

Of 5,810 projects analyzed so far, about 80 percent are administered by public agencies and 20 percent by private nonprofit organizations. Their average duration is 36 weeks or about 8 months. There are 39,679 participants employed on the 8,000 projects, an average of 7 each. Public service functions represented are as follows:

Public Service Function	Percent of Projects
Public Works	18
Environmental Quality	16
Education	12
Parks and Recreation	12
Social Services	12
Arts	6
Housing	5
Health and Hospitals	4
Transportation	2
Fire Protection	2
Law Enforcement	2

The summaries indicate that about 16 percent of the jobs are supervisory and 84 percent nonsupervisory. Here are the kinds of work being done:

Types of Work	Percent of Participants
Maintenance	37
(Indoor)	(9)
(Outdoor)	(26)
(Weatherization)	(2)
Community Services	23
Prof., Tech., & Managerial	11
Clerical & Office Work	9
Service Occupations	8
Conservation	8
Arts	1
Teaching/Instructing	2
Other	1

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(Attached is information about individual programs and some of the men and women hired.)

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50 INNOVATIVE PROGRAMS

CETA Title VI Project Descriptions

Fifty of some of the most interesting and innovative Title VI public service projects in progress or about to be launched have been studied and published by the department's Employment and Training Administration. Listed by city or area, they include:

Jackson, Miss.-- 12 jobs, to develop a system of bicycle routes to encourage the use of bicycles as alternative transportation, facilitate recreational use, and improve bicycle safety. Operating; cost, $123,074.

Gary, Ind.-- 6 jobs, to provide high blood pressure screening and detection service for all residents, supplemented by medical referrals for those with elevated blood pressure, educational programs to alert people to the risks, and follow-up with clients to facilitate understanding. Operating; cost, $33,632.

Marin County, Calif.-- 5 jobs, to purchase fresh vegetables and fruit directly from the San Francisco produce market; divide the produce into four mobile Mini Markets; and transport the produce to central locations throughout the county where it will be made available to ill, aging, and handicapped persons at wholesale prices. Proposed; cost, $15,725.

Rockingham County, N.H.-- 45 jobs, to identify mosquito species and their breeding areas so that effective control measures can be taken. Operating; cost $193,000.

Alachua County, Fla.-- 20 jobs, to identify potential school dropouts, determine the social and educational problems which impede their achievement in school, and develop plans for involving the students, their parents, and school personnel

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in alleviating these problems. Operating; cost, $109,828.

Portland, Ore.-- 17 jobs, to upgrade the security of the homes of senior citizens and low-income families residing in high-crime areas by installing locks, latches, window grates, and other security devices. Operating; cost, $141,254.

Union County, N.J.-- 26 jobs, to winterize 145 to 150 homes of low-income families and the elderly. Proposed; cost, $364,000.

Rural N.C. Areas-- 42 jobs, to provide home health care for the aged, handicapped, and disabled in rural areas. Operating; cost, $336,646.

St. Louis County, Mo.-- 7 jobs, to assist community groups in organizing service to unoccupied youths. Operating; cost $56,370.

Baltimore, Md.-- 6 jobs, to train CETA participants in providing for the general public instruction in cardiopulmonary resuscitation (CPR), a life-saving technique to be used in cases of cardiac arrest. Operating; cost, $65,272.

San Francisco, Calif.-- 4 jobs, to develop a bank of equipment (wheelchairs, walkers, crutches, etc.) and loan them to elderly handicapped persons; to offer telephone and home visitation programs for the elderly handicapped; and to perform research into the needs of the frail elderly and other handicapped persons. Proposed; cost, $37,584.

Cleveland, O.-- 62 jobs for a core group of professional artists who will serve as instructors and supervisors of summer arts activities for 1,000 students in summer youth employment projects. Operating; cost, $693,000.

Pierce County, Wash.-- 8 jobs, to assist in the establishment of an emergency housing facility where low-income families who are displaced for various reasons can find temporary shelter. Proposed; cost, $13,826.

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Union County, N.J.-- 9 jobs, to train young ex-offenders to serve as counselors to junior high school students who are truant or are exhibiting unsuitable behavior in school and are potential dropouts. Proposed; cost, $86,279.

Rural Minnesota Areas-- 14 jobs, to develop a system of snowmobile trails as part of an areawide effort to promote winter tourism and to lay the groundwork for a system of cross-country trails. Operating; cost, $110,000.

Rural South Dakota Areas-- 12 jobs, to provide basic, low-cost improvements to 283 homes owned by low-income persons in order to make the homes more energy efficient. Operating; cost, $98,437.

Lawrence, Mass.-- 8 jobs, to form fire watch and safety teams to patrol high fire risk districts, conduct home inspections and safety demonstrations, and promote fire prevention. Completed; cost, $41,297.

Alpine, Texas-- 20 jobs, to provide flood control measures for Alpine Creek, which runs through the city, and to develop the creek bank as a green belt and recreational area. Operating; cost, $330,300.

Bloomington, Ind.-- 39 jobs, to train participants in advanced first aid, safety, and health programs; operate first aid stations at Lake Monroe; and teach advanced first aid, safety, and health in schools and low-income neighborhoods during the fall and winter. Operating; cost, $325,000.

18 N.C. Rural Counties-- 74 jobs, to locate and control the spread of witchweed, a parasitic plant which attacks crops, and fire ants, poisonous insects with toxic stings. Proposed; cost, $318,601.

Oakland, Calif.-- 118 jobs, to improve the environment in a densely populated and neglected area of the central city by rehabilitating buildings, increasing and improving recreational facilities, cleaning streets and open areas, etc. Operating; cost, $1,785,771.

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Baltimore, Md.-- 22 jobs, to provide individualized tutorial services to persons of all ages to assist them in achieving functional literacy, high school equivalency, or meeting job qualifications. Operating; cost, $181,309.

Leavenworth County, Kan.-- 12 jobs, to provide the trained personnel for a rural county emergency medical service. Operating; cost, $45,000.

El Paso County, Colo.-- 3 jobs, to provide job counseling, supervision, and employment to juvenile offenders so that they are able to make restitution payments to the victims of their crimes and move toward better adjustment in their community. Operating; cost, $52,330.

Memphis/Shelby County, Tenn.-- 55 jobs, to assist in the construction of access ramps for the handicapped in business, medical, educational, and shopping areas of the city. Proposed; cost, $125,00.

St. Lawrence County, N.Y.-- 61 jobs, to thin state and county forest lands to increase the value and growth potential of the remaining timber; felled trees are cut into fuel logs and sold to the community at large. Operating; cost $282,335.

Fort Worth, Texas-- 10 jobs, to survey a random sample of Forth Worth households to determine the types of individuals and households which have been victims of crime, the nature of the crimes, the response of police, and the attitudes of respondents toward the Police Department; the data obtained will be used to determine priorities and recommend improvements in police services. Proposed; cost, $57,587.

Gary, Ind.-- 5 jobs, to provide free income tax counseling to low-income residents requesting help with state and federal forms; and to prepare tax procedures for year-round tax counseling with low-income residents. Operating; cost, $19,012.

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Morris County, N.J.-- 23 jobs, to train persons to provide child care services in their own homes; successful project participants will be placed on the registry of approved family day care establishments. Proposed; cost, $74,915.

Henrietta, N.Y.-- 20 jobs, to develop five miles of nature trails having special provisions for the handicapped and elderly. Proposed; cost, $300,000.

Washoe County, Nev.-- 6 jobs, to conduct door-to-door visits to inform the residents of low-income neighborhoods of Health Department cancer screening and supplementary food programs. Proposed; cost, $39,460.

Charleston, S.C.-- 15 jobs, to improve the physical and sanitary conditions of public housing units and to help solve a range of management and social service problems. Completed; cost, $46,501.

Levy County, Fla.-- 8 jobs, to instruct homebound and handicapped persons in the production of crafts items which can be sold and used to contribute to their support. Operating; cost, $62,687.

St. Louis County, Mo.-- 60 jobs, to provide outreach and social services to meet the diverse needs of older residents, through a network of employed neighborhood coordinators and volunteers. Operating; cost, $393,000.

Cleveland, O.-- 120 jobs, to create an emergency victim care and ambulance service. Operating; cost, $5,500,000.

New York Mills, Minn.-- 5 jobs, to restore and reconstruct an 1895 Finnish homestead for maintenance as a tourist attraction and for an open air classroom for school children. Operating; cost, $25,000.

Jackson, Miss.-- 26 jobs, to establish a summer day camp to provide supervision in recreational learning experiences to 300 children from families in low-income neighborhoods. Operating; cost, $61,223.

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Tacoma, Wash.-- 3 jobs, to design and conduct a child health study to assess the needs of families with children under 12 years of age. Completed; cost, $57,532.

Marion, Ind.-- 13 jobs, to extend education outreach and job readiness counseling services into home and neighborhood learning centers. Proposed; cost, $123,856.

Clatsop County, Ore.-- 4 jobs, to provide salmon propagation activities which will have future and recurring economic benefits in the fishing and fish processing industries in the Youngs Bay area. Operating; cost, $74,800.

Marin County, Calif.-- 43 jobs, to reduce child abuse and neglect and improve services for abused children and their families; project components involve public education efforts, technical assistance to permanently employed personnel, coordination of agency services, and provision of direct services to high-risk population groups. Proposed; cost, $575,254.

Alachua County, Fla.-- 19 jobs, to persuade local merchants to offer discounts on purchases made by senior citizens. Operating; cost, (Unavailable).

Belmont-Newton, Mass.-- 12 jobs, to train upper-level mentally retarded adults (18 years of age and older) to serve as teacher aides in classes which serve younger, more severely retarded persons. Completed; cost, $30,924.

Middlesex County, N.J.-- 6 jobs, to provide transportation for unemployed and underemployed low-income persons from their homes to places of potential employment or training sites. Proposed; cost, $78,761.

St. Louis County, Mo.-- 50 jobs, to provide subsidized work experience in private or public employment, job skill development, and associated individualized services for sentenced and pre-trial offenders; and to enhance participant employability in a lasting manner through a transition process that focuses on the

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total needs of participants and permits them to remain in the economic and social mainstream. Operating; cost, $265,000.

Brunswick County, N.C.-- 17 jobs, to move 50,000 bushels of shellfish from polluted waters, where they cannot be harvested for human consumption, to clean waters where they will purify themselves. Proposed; cost, $92,822.

Palm Beach County, Fla.-- 12 jobs, to design and operate a food cooperative to improve the purchasing power of low-income migrant and permanent residents. Proposed; cost, $64,237.

Houston, Texas-- 6 jobs, to develop a data bank on the availability of day care, services for children with special needs, and other routine and emergency services. Operating; cost, $8R,022.

Strafford County, N.H.-- 55 jobs, to improve recreational use of Cocheco River by cleaning it of debris and seeding and grading river banks. Proposed; cost, $297,000.

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Week of August 8, 1977

SECRETARY OF LABOR RAY MARSHALL ANNOUNCES
ASSISTANCE PACKAGE FOR NEW YORK

WASHINGTON--Secretary of Labor Ray Marshall has announced an $11.35 million program of coordinated assistance to help New York recover from the recent blackout and its aftereffects. Secretary Marshall represented President Carter at a New York City news conference with Mayor Abraham D. Beame.

The assistance package is designed to help business recovery and redevelopment, create new jobs, stimulate community projects, and provide relief to the city's criminal justice system resulting from arrests during and after the blackout.

It was prepared by an inter-agency working group, which included the Labor Department, the Commerce Department, the Department of Housing and Urban Development, the Law Enforcement Assistance Administration, and the Community Services Administration.

These are the assistance efforts included in the package:

Comprehensive Employment and Training Act (Department of Labor)

$2 million for additional jobs, to be targeted to young adults to assist in the cleanup and economic development activities in the impacted communities. The Department of Labor will coordinate this grant with EDA to match the programs.

Economic Development Administration (Department of Commerce)

A total of $3.1 million for the following activities:

- demolition of burned out and hazardous buildings ($2.1 million).
- Technical assistance teams to each impacted area to provide business, construction, legal, and other necessary advice to small businessmen ($600,000).
- Administrative support for the City's Rescue Fund ($200,000).
- Technical assistance for long-range economic development recovery planning for impacted areas ($200,000).

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Department of Housing and Urban Development

Up to $5 million in Section 312 Rehabilitation loans (at 3 percent interest) for commercial redevelopment.

Law Enforcement Assistance Administration (Department of Justice)

$1 million plus technical assistance to relieve congestion in the criminal justice system. LEAA will also provide technical assistance to the individual communities to develop programs to apply to the Community Crime Prevention Program funding by the application deadline of August 31, 1977.

Community Services Administration (Department of Health, Education, and Welfare

$.250 million to assist the poor people in the affected communities to develop community based economic development and to work with the EDA and CETA programs in a long-range recovery effort.

# # #

BLACK WOMAN NAMED EXECUTIVE ASSISTANT
TO LABOR DEPARTMENT OFFICIAL

WASHINGTON -- Betty Bolden, a career U.S. Labor Department employee, has been named by Alfred M. Zuck, assistant secretary of labor for administration and management, as his executive assistant.

In her new position, Bolden, who is black, is the principal staff assistant to Zuck.

The assistant secretary for administration and management directs the department's activities in such areas as budget, personnel, administrative services, as well as the department's internal equal employment opportunity programs, regional management activities and computer and library facilities.

Bolden previously was special assistant to Zuck when he was the department's comptroller. She held the post since August 1976. While in this position she handled special projects, as well as personnel and administrative matters.

The Chicago native joined the Labor Department in February 1975 as chief of merit staffing in the Office of Operating Personnel. She served in this capacity until August 1976 when she was named to the comptroller's office.

Bolden began her government career in January 1967 under a one-year management intern program with the Chicago regional office, U.S. Civil Service Commission.

She later served with the U.S. Postal Service in Chicago and Washington, D.C. until May 1973, when she rejoined the Civil Service Commission here as a personnel management specialist.

Bolden received her B.A. degree from the University of Illinois (Champaign) and her M.A. from De Paul University (Chicago).

While working toward her M.A. degree, she was a teacher in the Chicago public school system with the National Teacher Corps.

Bolden is single and lives in Washington, D.C. Her mother, Mrs. Margaret Bolden, lives in Chicago.

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HIRE PROGRAM AHEAD OF SCHEDULE

WASHINGTON -- The HIRE program, a U.S. Labor Department-funded effort to provide jobs and training in private industry for 100,000 unemployed veterans, is operating at a rate of 56 percent above its targeted level.

HIRE is an acronym for Help Through Industrial Retraining and Employment.

In the first month of operation, the National Alliance of Businessmen, which is coordinating the program for the Labor Department, obtained 7800 job commitments from 13 corporations.

The program is scheduled to run through September 1978. There is $140 million in Labor Department funds available to help defray training costs.

More than 300 executives of leading corporations have been loaned to the President's Committee on HIRE and the National Alliance of Businessmen to serve as a task force for the hiring campaign.

Nearly half a million veterans are out of work, with those in ages 20-24 unemployed at a rate of 18.1 percent in June, more than 2½ times the 7.1 percent rate for the population at large.

Unemployment among disabled and minority veterans is even higher, with the latter group having an unemployment rate of 29.9 percent in the 20-24 age bracket for the second quarter of this year.

In remarking on the veteran unemployment problem at a HIRE orientation program in Washington, Under Secretary of Labor Robert J. Brown said, "This is a shameful problem in our society." He added, "Although the fight has just begun, we're going to win that fight this year."

G. William Miller, chairman of the President's Committee on HIRE and chairman of Textron, Inc., said that he expects the 100,000 hiring goal requested by President Carter to be met by Dec. 15 of this year.

The 7800 job commitments already received come from some of the nation's largest corporations. They include American Standard, American Telephone & Telegraph, Champion International, General Dynamics, General Electric, Goodyear Tire & Rubber, McDonnell-Douglas, Mutual of Omaha, J.C. Penney, Phillips Petroleum, Prudential Insurance, Sears Roebuck, Chevron U.S.A., and Textron.

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Week of August 8, 1977

LABOR DEPARTMENT SEEKS SPONSORS TO RUN
$250 MILLION SKILL TRAINING PROGRAMS

WASHINGTON -- The U.S. Department of Labor is soliciting proposals to operate projects for low-income and unemployed workers under the $250 million Skill Training Improvement Program (STIP), Assistant Secretary of Labor Ernest G. Green announces.

STIP will provide high-skill training in occupations for which there is a demand in the private sector for approximately 50,000 low-income and jobless persons.

Training periods are expected to last between 6 and 15 months. Training may be provided through classroom instruction or a combination of classroom and on-the-job training.

STIP was authorized by the Economic Stimulus Appropriations Act of 1977 under Title III of the Comprehensive Employment and Training Act (CETA).

Only Title I prime sponsors under CETA are eligible to apply for STIP grants for their areas. Prime sponsors may subgrant or contract all or part of the program operations to other organizations capable of providing the services.

Grants will be awarded competitively through the 10 regional offices of the U.S. Labor Department's Employment and Training Administration (ETA). The $250 million has been allocated on a regional basis as follows:

Region I	$15,756,300	Region VI	$22,721,900
Region II	$38,504,600	Region VII	$10,440,100
Region III	$26,003,600	Region VIII	$ 5,669,900
Region IV	$41,712,800	Region IX	$31,635,300
Region V	$48,810,200	Region X	$ 8,745,400

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Week of August 8, 1977

LABOR DEPARTMENT HOLDS EEO PROGRAM EXEMPT
FROM SUPREME COURT'S SENIORITY DECISION

WASHINGTON -- The U.S. Labor Department's equal employment opportunity (EEO) program for federal contractors and subcontractors is not affected by the Supreme Court's recent decision regarding seniority systems, Assistant Secretary of Labor Donald Elisburg said.

Executive Order 11246, as amended, prohibits federal contractors and subcontractors from employment discrimination based on race, color, sex, religion or national origin. The 1965 order is administered by the department's Employment Standards Administration, Office of Federal Contract Compliance Programs (OFCCP).

"Federal contractors and subcontractors, and their employees, should be aware that the Supreme Court ruled on the effects of seniority systems on employment practices under Title VII of the Civil Rights Act, not under Executive Order 11246," Elisburg pointed out.

"This department has long held that discrimination continued under the guise of a seniority system is a violation of the employer's contractual agreement with the government," he said. "We will continue to demand modification, under the executive order, of pre-1965 seniority systems which perpetuate the past effects of employment discrimination."

Title VII of the 1964 Civil Rights Act, as amended, prohibits all employers with 15 or more workers from employment discrimination based on race, color, sex, religion or national origin.

The Supreme Court's May ruling in International Brotherhood of Teamsters v. United States, held that bona fide seniority systems which existed prior to 1964 but lock in the past effects of employment discrimination are not a violation of Title VII and, therefore, not subject to challenge.

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The court based its decision on an exemption in Title VII which states that use of different standards in employment practices is not illegal under a bona fide seniority system, so long as there is no intention to discriminate.

JFCCP Director Weldon J. Rougeau has sent a memorandum to the 16 federal agencies which have compliance responsibility under the executive order, pointing out that the order does not contain a similar provision and, therefore, is not covered by the decision.

"Accordingly," his memo states, "compliance officers conducting compliance reviews pursuant to the executive order shall continue to require adjustments in job or department seniority systems if they perpetuate the effects of past discrimination."

Week of August 8, 1977

BLACK FEDERAL OFFICIAL URGES INCREASED
POLITICAL PARTICIPATION BY WOMEN

JACKSON, Miss. -- A U.S. Labor Department official has called for increased political participation by women at all levels to bring about equal rights.

Addressing the Mississippi International Women's Year state meeting here, Velma M. Strode, director of the department's Office of Equal Employment Opportunity, noted:

"Attention to all women's needs and responsive remedies to women's problems will most likely be attained through political action."

Strode emphasized that elective offices are not the only avenues to increased political participation. An increasing number of appointive offices at the local, state and national levels are being held by women, she said.

Strode said problems faced by women today are being discussed in expanded forums and with "dedicated resolve to correct inequities."

"The opportunities for assessing women's circumstances and for seeking solutions to women's problems are becoming the rule, not the exception," she said.

Noting that one of the central problems faced by women is being stereotyped, she pointed out that the change to sex-neutral designations has removed at least one small barrier to the participation of either sex in a specific occupation.

Strode said 46 percent of all women over 16 years of age are in the labor force. Of the approximately 37 million women workers, about 3.9 million are heads of families, one-third of whom have incomes below the poverty level.

She pointed out that many of these women become heads of household during their middle years and encounter various barriers to well-paid jobs when they seek to enter or reenter the work force.

Legislation and community service programs should be developed to provide the ever-increasing number of divorced and widowed women with adequate preparation to

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compete successfully in the job market, Strode said.

She also noted that in 1975 there were 21.1 million working wives and that of these, 2.1 million earned at least half of the family income. Over half contributed at least one-fourth of the family income, she said.

In all husband-wife families in 1974, only 4 percent had incomes below the poverty level when both worked, but 13 percent of such families had below-poverty level incomes when the wife did not work, Strode said.

She called it "disturbing" that 4 percent of all American families had annual incomes below the poverty level, even when both husband and wife worked.

"It is through increased women's political participation that legislation responsive to women's needs will be enacted," she said.

She added that "with ratification of the equal rights amendment, women would successfully conclude the 200-year quest for complete recognition under the law."

# # #

Week of August 8, 1977

VETERANS' RIGHTS UNDER EMPLOYER PENSION PLANS

WASHINGTON -- Hundreds of thousands of veterans who joined the armed forces after May 1, 1940, and then returned to their former employers may be affected by a recent U.S. Supreme Court decision entitling them to full credit under certain company pension plans for time spent in the armed servies.

The Justices unanimously affirmed a lower court ruling that the Alabama Power Company must, in computing pension benefits, give a veteran credit for the two and a half years he was in military service. (Alabama Power Company v. Davis).

The June 6 decision was an interpretation of the veterans' reemployment rights law, which has been on the books since 1940. This law also covers National Guard members and reservists who leave their jobs to perform military training duty. They, too, will benefit from the Supreme Court decision.

The reemployment rights law basically entitles an eligible veteran to reinstatement by his preservice employer with the seniority, status and rate of pay he would have attained with reasonable certainty if he has not been absent for military training or service. As many World War II veterans currently have been reaching retirement age, the courts only recently have had to deal specifically with the question of how these provisions apply to pension credits for the veteran's time in military service. The Davis case was the first such case to reach the Supreme Court.

The veteran whose claim was being decided, Raymond E. Davis, became a permanent employee of Alabama Power Company in 1936 and left to serve in the military for 30 months during World War II. Eligible for reemployment rights, he resumed his employment with the company in 1945 and continued working until he retired in 1971. In 1944, while Davis was in military service, Alabama Powere established a company-financed pension plan under which the amount of an employee's pension depended in part on years of "accredited service" accumulated both before and after the plan's establishment.

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The plan defined "accredited service" as "service rendered to the company" as a full-time regular employee, including periods on paid leave but excluding military service time and other unpaid-leave periods.

In figuring the amount of Davis' pension, Alabama Power refused to count his 30 months of military service as "accredited service," although the law clearly required this time to be counted towards his seniority or length of employment. The particular plan, as the law would require, did count the time toward the number of years of employment an employee had to have in order to get a vested right to a pension.

Davis asked the Department of Labor for help in obtaining a larger pension based on the inclusion of his 30 months of military service in his years of "accredited service". He was represented by the government up to and including the Supreme Court proceedings.

In deciding the Davis case, the Supreme Court said, based on the veteran's work history, that he would "almost certainly" have accumulated "accredited service" for the 30 months in question if he had not entered the military. The Court went on to reject Alabama Power's contention that pension payments should be viewed as compensation for services rendered. Pension payments are, in the Court's words, "predominantly rewards for continuous employment with the same employer," even though they resemble pay for work performed. Therefore, because the law clearly entitled Davis to have his 30 months of military service counted toward his continuous employment with the company, it also entitled him to have those 30 months counted toward his pension.

While the Davis decision substantially clarifies how the reemployment rights law should be applied to employer pension plans, it does not necessarily resolve all such questions. Alabama Power's pension plan is a "defined benefit" plan, under which the amount of the employee's pension is fixed in advance (in this case, a stated number of

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dollars per month for each year of "accredited service"), and the employer supplies funding needed to provide the defined benefits. This is probably the most widespread type of pension plan.

Another basic type is known as a "defined contribution" plan, under which funding is specified in advance and the amount of the employee's pension depends on how much of a pension the amounts in the fund will buy. The Supreme Court left open the question of whether "defined contribution" plans are to be treated the same as "defined benefit" plans under the veterans' reemployment rights law. With a "defined contribution" plan, the Davis precedent may not apply. Other legal questions may have to be resolved in cases where the employee contributes to plan funding or the plan involves more than one employer.

The Davis decision applies only to persons entitled to protection under the veterans' reemployment rights law. Eligibility requirements for this protection include: (1) Leaving the employment from an "other than temporary" position to enter military training or service; (2) Serving satisfactorily in the military for specified time limits; and (3) Making a timely application for reemployment. (In the case of a veteran returning from full active duty, "timely" means with 90 days after his release from military service. Shorter periods apply to National Guard members and reservists returning from training duty. State and local government employees who completed their military service before December 3, 1974, are not covered by federal veterans' reemployment rights.

Neither the veterans' reemployment rights law nor the Davis decision applies to a veteran who completed his military service before becoming employed by the employer or group of employers under whose pension plan he seeks benefits.

Veterans' reemployment rights are administered by the Labor Department's Labor-Management Services Administration.

# # #

WOMEN'S JOB STATUS AFFECTED BY DEMAND
DISCRIMINATION, STUDY FINDS

WASHINGTON -- The majority of women remain outside the work force because of insufficient demand for their labor and because discriminatory barriers diminish their desire or ability to work.

In a review of women and work, a Department of Labor-funded research study finds that the supply of women workers responds quickly to changes in demand within specific occupations and industries.

As a consequence, the study says, qualified women candidates have been found--often with the aid of outreach and some training--for openings in traditionally male occupations. Examples: skilled trades, engineering, police, military, various technical jobs, management.

The study finds that when the demand barriers to these occupations are removed by law or labor shortages, the flow of qualified women into them proceeds "with amazing speed."

Following are some of the observations made in the study:

-- Increasing the general demand for labor (through full employment) and improving the employability of women through education and training are not enough to overcome discrimination and job disadvantages.

-- Under conditions of increased demand for workers, employers often divert their hiring of women to the so-called secondary sector--poor jobs offering low wages and benefits, poor working conditions, job insecurity, few chances for advancement and arbitrary supervision.

-- Both education and discrimination have important effects on the work women do. It was found that women with the same education levels as men tend to have a markedly lower job status.

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-- Women's occupations derive not from innate aptitudes but from stereotyped roles and from long traditions of dominance and subservience "which a democratic society is necessarily committed to alter."

-- The study of grading, upgrading, and other employer practices should be directed especially at employers in high-wage industries, where the greatest opportunities for women presumably exist.

-- Women's earnings suffer because they remain committed, steady, able workers, even when wage and promotional incentives are low.

-- If employers wish to retain males--and keep their productivity relatively high--they may need to pay them higher wages. The same may not apply to women workers.

-- Technology is a formidable barrier dividing the traditional occupations of women and men. Women are now half of enrollees in vocational education schools, but they are confined largely to programs leading to nonmarketable skills--or "women's work." Half of females in vocational education are in home economics, and another 25 percent are in office practices.

-- Upgrading of jobs is one way women can be placed in more desirable jobs. Unionization can be an important vehicle for job upgrading.

The study, "Women and Work," was prepared by Patricia Cayo Sexton under contract to the Labor Department's Employment and Training Administration (ETA). It is a comprehensive review of all that has been learned about women and work from research and development projects sponsored by ETA.

The report, R & D Monograph No. 46, can be obtained free of charge from the Inquiries Office, U.S. Department of Labor, Rm. 10225, 601 D St., N.W., Washington, D.C. 20213.

# # #

REVISED PUBLICATION TELLS HOW
TO APPLY FOR CETA FUNDS

WASHINGTON -- A revision of "A Guide to Seeking Funds From CETA," a booklet to assist individuals and groups in applying for funds under the Comprehensive Employment and Training Act (CETA), has been issued by the U.S. Department of Labor.

The publication, prepared by the Department's Women's Bureau with the help of the Employment and Training Administration, tells how to apply for the expanded Title VI funds for public service jobs, made available under the economic stimulus legislation.

The publication also describes other funding possibilities under CETA, including State Governors' discretionary funds. It outlines processes to follow when applying for CETA monies.

CETA provides for decentralized employment and training programs administered generally by designated state, city, and county government units. These units also determine which programs and services best meet community needs.

Women's Bureau Director Alexis M. Herman is encouraging women and women's groups to become familiar with CETA and the funding processes involved and to work closely with prime sponsors in planning and operating programs that will benefit women and their communities.

The guide also includes a thumbnail sketch of CETA titles, the addresses of CETA State Manpower Services Councils, and sources of data necessary for preparing proposals to secure funding.

Single copies of the publication may be obtained free from the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210. It is for sale at $1.30 cents a copy from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

# # #

MAJOR COLLECTIVE BARGAINING SETTLEMENTS
FIRST 6 MONTHS 1977

WASHINGTON -- Major collective bargaining settlements reached during the first 6 months of 1977 generally provided for smaller wage increases than agreements negotiated during 1976.

The U.S. Department of Labor's Bureau of Labor Statistics reports that wage-rate adjustments negotiated during the first half of 1977 averaged 8.0 percent for the first contract year and 6.0 percent annually over the life of the contract, compared with 8.4 percent (first year) and 6.4 percent (over the life) in 1976.

These measures exclude possible gains under "cost-of-living" escalator (COLA) clauses.

The data for the first 6 months of 1977 relate to about 1.7 million workers under 398 collective bargaining settlements in the private nonfarm sector, each covering 1,000 or more workers. Most of the workers covered by these settlements were in the construction, steel, and food store industries.

Other key features of the contracts reached during the first 6 months include:

Wage and benefit gains combined, in contracts covering 5,000 or more workers, averaged 8.7 percent for the first year and 5.8 percent annually over the life of the contract. This compares with 8.5 and 6.6 percent, respectively, in 1976.

Contracts concluded during the first 6 months of 1977 had an average duration of 31.5 months, compared with 31.3 months when the same parties previously negotiated. The size of wage adjustments had no consistent relationship with contract duration.

# # #

Week of August 8, 1977

FILLERS FROM THE U.S. DEPARTMENT OF LABOR

The number of married persons working in America is declining, the U.S. Department of Labor reported. In 1976, approximately 32.4 percent of the labor force consisted of unmarried individuals or separated couples. The decline of married persons, according to the department's Bureau of Labor Statistics, is due to a long-term drop in the labor force participation of married men which offset the number of married women who entered the work force.

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Only 82.1 percent of married men were in the labor force in 1976, down from 82.8 percent in 1975, the U.S. Labor Department reported. However, the rate of married women increased to 45 percent.

# # #

Factors contributing to the increase of singles in the labor force, as reported by the U.S. Labor Department, are: (1) the entry of increasing numbers of youth into the labor market, (2) an increase in divorces, and (3) people marrying later in life.

# # #

A permanent unit within the Labor-Management Services Administration to provide technical assistance and advice to officials responsible for conducting major union elections was created by Secretary of Labor Ray Marshall. The unit will help prevent the overturning of union elections due to technicalities, thereby saving money for both the unions involved and the government.

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